provisions of Central Civil Services (Conduct) Rules, 1964, "no Government servant shall—(i) engage himself or participate in any demonstration which is prejudicial to the interests of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality, or which involves contempt of court, defamation or incitement to an offence, or (ii) resort to or in any way abet any form of strike or coercion or physical duress in connection with any matter pertaining to his service or the service of any other Government servant."

In view of the above rule position, peaceful demonstrations which are not 'noisy and disorderly' and which are not likely to lead to 'disturbance of public tranquility' would not be treated as a misconduct unless office work is adversely affected.

(b) to (d) Do not arise in view of (a) above.

Adjustment of Surplus Government Employees

†948. SHRI GOVINDRAM MIRI: Will the PRIME MINISTER be pleased to state:

(a) the methods used for adjustment elsewhere or retrenchment of the surplus employees working in various Ministries/Departments/ Instrumentalities of Central Government due to different circumstances or/and reasons;

(b) whether it is a fact that in this process the name of the junior most employee comes first in chronological order;

(c) if so, whether the agencies fully financed by Government and are under its administrative control, are authorised/free to adjust the surplus staff against the above guidelines; and

(d) if so, the justification thereof?

THE MINISTER OF STATE IN DEPARTMENT OF PERSONNEL AND TRAINING AND DEPARTMENT OF PENSION AND PENSIONERS' WELFARE IN THE MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS (SHRIMATI VASUNDHARA RAJE): (a) Adjustment/ retrenchment of the surplus employees working in various Ministries/

†Original notice of the Question was received in Hindi.

Departments, etc. of the Central Government on their being identified as surplus, are regulated as per the Central Civil Services (Redeployment of Surplus Staff) Rules, 1990 and various orders issued by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training from time to time.

In case of vacancies in Group 'A' and 'B' (Gazetted) and Group 'B' (non-Gazatted), nominations of surplus officers/staff are made to UPSC and SSC respectively. Vacancies are reported by the recruiting Departments direct to UPSC/SSC and a copy of the same is endorsed to the Surplus Cell of this Department. On receipt of the vacancy, the surplus officers/staff awaiting redeployment on the surplus rolls are nominated to the UPSC/SSC keeping in view the pay scales, educational qualifications, experience, etc.

In case of Group 'C' surplus employees, vacancies are reported by the recruiting departments direct to the Surplus Cell set up under the Department of Personnel and Training. On receipt of the vacancy, nomination of suitable Group 'C' surplus employee awaiting redeployment on the surplus rolls is made direct to the recruiting department. The same criteria of pay scale, educational qualification, experience, etc. is kept in view as in the case of the Group 'A' and 'B' employees while nominating a surplus employees against a Group 'C' post as well. In case of Group 'C' employees, the recruiting Department sends the Offer of Appointment to the parent Department direct under intimation to the concerned Cell. However, in case of Group 'A' and 'B' employees, the nomination of the surplus employee made by this Department is considered by the UPSC/SSC, as the case may be, and if found suitable is recommended for appointment to the recruiting Department under intimation to the Surplus Cell. However, the UPSC have the discretion of rejecting the nomination of the surplus employee nominated by this Department if found unsuitable for the post by them.

In case of Group 'D' employees, the redeployment is done through the Surplus Cell of the Directorate General of Employment and Training, Ministry of Labour to whom names of such Group 'D' employees are sent by various Ministries/Departments from where

they have become surplus direct. However, the same guidelines, as in the case of Group 'C' employees, are applicable in case of Group 'D' employees as well.

(b) to (d) for the purpose of identifying surplus employees, the junior most persons are to be enlisted first. However, persons higher in seniority volunteering to be declared surplus are to be given preference to their juniors. As per the provisions laid down in the Rule 4(6) of the Central Civil Services (Redeployment of Surplus Staff) Rules, 1990, the Ministry or Head of Department may, under intimation to the concerned cell i.e. Surplus Cell of this Department in case of Group 'C' employees or the Directorate General of Employment and Training, Ministry of Labour in case of Group 'D' employees, adjust eligible employees declared surplus by it against the vacancies, if any, available at that time he is declared surplus or before he is redeployed through the Cell, in any post located in any eligible office under its control and carrying equivalent pay scale for appointment to which he is considered by the Appointing Authority to be suitable.

The provisions are applicable only to Central Civil Servants covered under the Central Civil Services (Redeployment of Surplus Staff) Rules, 1990.

Administrative Reforms

†949. SHRI KAPIL SIBAL:
SHRI RAJ MOHINDER SINGH:

Will the PRIME MINISTER be pleased to state:

(a) whether it is a fact that about 43 lakh people are working in Civil Administrative Services under Central Government;

(b) if not, the number thereof at the end of March, 1999;

(c) whether it is also a fact that in the present changing scenario, administrative system needs a drastic change;

(d) if so, reaction of Government thereto;

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†Original notice of the Question was received in Hindi.